

Human Rights Policy

Salini Impregilo is a leading global player in the construction of large, complex infrastructure. It is among the global leaders in the water (dams and water plants) and transport sectors, involved in the major sustainable mobility systems (underground and railways). The Group, oriented by its values, "Solidity", "Excellence", "Transparency", and "Respect", is committed to contributing to the economic development and social wellbeing of the countries where it works.

In conducting its business, Salini Impregilo respects the human rights according to the international principles contained in the International Bill of Human Rights, the International Labour Organization's core Conventions, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the following standards:

1 Health and Safety - Salini Impregilo commits to provide a safe and healthy working environment, by promoting a health and safety culture in its workplaces, and ensuring workers are properly trained and possess required skills and fitness for the assigned job.

2 Child labour – Salini Impregilo does not tolerate any form of child labour and fully respects the minimum age defined by the legislation in the countries where it operates. Salini Impregilo does not employ workers below the age for finishing compulsory schooling, and in any case below 15. The minimum age for admission to any type of work which by its nature and circumstances could threaten the health, safety and morals of young persons shall not be less than 18 years.

3 Forced Labour and Human Trafficking – Salini Impregilo prohibits any form of forced, bonded, illegal labour, as well as slavery and trafficking in persons. Workers are not obliged to pay any fee, lodge deposits or identity papers to perform the assigned job, nor subject to restriction of their freedom of movement, except for objective security reasons. Special attention is given to migrant workers who are provided with detailed information about living and working conditions before leaving their country of origin and are free to leave after the applicable notice.

4 Freedom of Association and Collective Bargaining – Salini Impregilo acknowledges the right of workers to establish associations or organizations and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly, in compliance with applicable legislations. The Company does not discriminate against employees who join trade unions, or workers' representatives. Where these rights are restricted or prohibited by local laws, Salini Impregilo commits to facilitate the adoption of alternative lawful method of workers' dialogue.

5 Non-Discrimination and Harassment – Salini Impregilo respects the dignity of its workers. It is committed to treat them with fairness and respect, ensuring they may enjoy the same entitlements for work of equal value. In any stage of work relationship, it bases employment decisions on fair and objective criteria, rejecting any type of discrimination based on gender, nationality, ethnicity, race, social and legal status, religion or any other characteristic protected by applicable law or unrelated to work requirements. Salini Impregilo also rejects any behaviour that damage a person, included harassment, intimidation, threat, coercion, offence and bullying.

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6 Diversity and Inclusion – Salini Impregilo strives to create and foster an inclusive workplace where diversity of background, gender, age, experience and thinking is recognised, promoted and valued. It supports its workers' skill development, in order to fully achieve their potentials and ensure their best contribution to the organization.

7 Fair and Favourable Working Conditions – Salini Impregilo provides just and favourable living and working conditions, complying with applicable working hours, overtime, holidays and benefits laws, and accommodation standards. It commits to pay wages and benefits that meet minimum standards provided by the applicable laws and collective agreements. Wages are paid directly to the workers on a regular basis and in a timely manner.

8 Local Communities and Indigenous Peoples – Salini Impregilo respects the rights and culture of the local communities and indigenous peoples directly affected by its operations. It complies with the applicable laws, contractual obligations and those deriving from projects' environmental and social impact assessments. The Company commits to contribute to the economic and social development of territories in which it works by hiring and training local workforce, supporting local suppliers and promoting social initiatives. Salini Impregilo also guarantees the liberty and security of communities living close to its operations, by ensuring that personnel are duly informed on the principles of this policy.

9 Value Chain – Salini Impregilo promotes the respect for human rights in its value chain, by ensuring that its suppliers, sub-contractors, and partners are informed on this policy and encouraged to respect the aforementioned principles towards all stakeholders, including their own workforce and supply chain.

10 Grievance Mechanisms – Salini Impregilo establishes accessible grievance mechanisms for both workers and other stakeholders to collect complaints related to its operations, guaranteeing claimants are not subjected to any retaliation.

This Policy, together with the Company Code of Ethics, is a point of reference for everyone working at Salini Impregilo, anywhere in the world. Salini Impregilo commits to provide employees with guidance and training on this Policy and to regularly monitor its application and review its contents.

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Pietro Salini
Chief Executive Officer Salini Impregilo